ORDINANCE NO. 2094

ANORDINANCE OF THE CITY OF REDMOND.

WASHINGTON, ADOPTING AN INTERIM TECHNOLOGY SERVICES PAY PLAN AFFECTING CERTAIN NON-UNION

RCHEA **EMPLOYMENT POSITIONS**

ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the City has an immediate need to hire a number of technology

professionals, some of whom would be filling non-union positions and some of whom would be

filling positions covered by the City's collective bargaining agreement with RCHEA, and

WHEREAS, public sector organizations are competing with private sector

companies for applicants, and available market data indicates a need for the City to increase the

salary ranges for these positions if the City is to compete with others for qualified individuals,

and

WHEREAS, the City is currently involved in a City-wide compensation study that

will be completed during 2001 that will take into account market conditions and that will

ultimately require approval of the City Council and of RCHEA for those positions covered by

the collective bargaining agreement, and

WHEREAS, until the compensation study is completed, the City desires to

implement an immediate change in the pay plan for the covered positions so that the City can

1

make its required hires, and

WHEREAS, RCHEA has agreed to the change as it affects employees covered by

the RCHEA collective bargaining agreement, NOW, THEREFORE,

{JEH463798.DOC;1/00020.130085/130085} Ordinance No. 2094

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON,

HEREBY ORDAINS AS FOLLOWS:

Interim Technology Services Pay Plan Adopted. An Interim Section 1.

Technology Services Pay Plan is hereby adopted. The Interim Pay Plan covers only those

positions described therein and is attached as Exhibit A and incorporated herein by this reference

as if set forth in full.

Effective Date of Plan. For positions covered by the RCHEA Section 2.

collective bargaining agreement, the Interim Technology Services Pay Plan shall be effective as

of January 1, 2001. As provided in Ordinance 2091 passed on December 5, 2000, for the

positions that are non-union the Interim Technology Services Pay Plan shall be effective on

January 1, 2001.

Interim Nature of Plan. The Interim Technology Services Pay Plan Section 3.

is intended to apply for a limited period only, i.e., until the compensation study referred to in the

recitals of this ordinance is completed by the City and approved by the City Council, and for

positions covered by the collective bargaining agreement, by RCHEA. Upon such approval, the

approved salaries shall become effective and be implemented, and the Interim Pay Plan shall be

amended or a new permanent pay plan adopted.

<u>Section 4</u>. <u>Effective Date</u>. This ordinance, being an administrative action, is not

subject to referendum and shall take effect and be in full force five (5) days after publication of a

summary thereof, in the City's official newspaper.

CITY OF REDMOND RICHARD G. COLE. MAYOR PRO TEM

For MAYOR ROSEMARIE IVES

ATTEST/AUTHENTICATED: /S/ CITY CLERK BONNIE MATTSON

{JEH463798.DOC;1/00020.130085/130085} Ordinance No. 2094

2

APPROVED AS TO FORM: /S/ CITY ATTORNEY JAMES E. HANEY

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR PRO TEM:

PUBLISHED:

EFFECTIVE DATE:

January 12, 2001

January 16, 2001

January 20, 2001

January 1, 2001

ORDINANCE NO.: 2094